

The Pipeline

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CHS Prepares for Staff Loss

By Jane Wilson, CHS OPS

The Cabinet for Health Services Retirement Committee, composed of employees from each office or department in CHS, has been meeting regularly since last fall to develop strategies to deal with the loss of experienced employees to retirement. Each organizational entity has provided CHS's Office of Program Support with specific plans to fill anticipated vacancies for Fiscal Year '99.



Because many employees will retire over the next several years, the Office of Program Support developed an on-going cyclical plan. Certain functions will be performed on a particular date each year in order to provide the most current fiscal data to Office Heads, Commissioners and their budget staffs. This will also alert each office or department to plan how the job duties of the retiring employees will be accomplished.

A reminder to the departments – plans for Fiscal Year 2000 are due May 3.

Relay for Life for Cancer



The annual fundraiser for the American Cancer Society, Relay for Life, will be held May 14-15 in Franklin County. Relay for Life raises funds through team relay walks around a track. The event also honors local survivors of cancer, and luminaries are available as memorials to cancer victims. Funds raised will go toward cancer research and prevention programs, and community education.

For more information, Franklin County Employees should call Bonnie Cox of Disability Determinations at 564-5028. For information on the event in other counties, call the American Cancer Society at 1-800-ACS-2345.

For life-saving information on cancer, contact the American Cancer Society, or check their Web site at www.cancer.org.

Planning for Safe Schools



An interactive videoconference titled Creating Safe Rural Schools is scheduled for 1-2 p.m. May 3 on KET star channel 705. Star channels are accessed through Kentucky's schools. KET will rebroadcast the conference on star channel 703 on May 5 at 3 p.m. and on May 6 at 2 p.m.

The conference is sponsored by the Appalachian Educational Laboratory, in collaboration with other labs in the Laboratory Network Program. Marie Hill, former professor at Tennessee State University and co-author of *Creating Safe Schools – What Principals Can Do*, will moderate the session.

A panel of educators who have designed and implemented safety programs at the state, district, and school levels, will be featured. Viewers are encouraged to call 1-800-233-3638 with comments and questions for the panel during the live broadcast.

Topics include plans for school emergencies and collaborations to deal with emergencies and post-emergency trauma. There will also be a discussion on safety problems by school administrators who have been thrust into violent situations. For more information, call Charles Smith or Dan Branham of the Appalachia Educational Laboratory at 800-624-9120.

Posters Benefit Children's Advocacy Centers

The 1999 Governor's Derby Poster, A Historic Legacy, is now available for \$12 in room 133 of the Capitol.



It can also be purchased at the Governor's Derby Breakfast, or by mail for \$15.00, including shipping and handling. To place a mail order, call Vicki Brown or Mike Kelley at 502-564-2611.

The poster is part of a series of four posters created by Jim Hoffmann of the Division of Creative Services. A collector's set of all four posters is available for \$40.00.

Partial proceeds from poster sales go to the Association of Children's Advocacy Centers.

Health Billboards: Pregnant Women Should Not Smoke

By Gil Lawson, CHS Communications



The Kentucky Department for Public Health will soon be using billboards to deliver an important message to women in Louisville and Paducah: pregnant women should not smoke.

The use of the billboards - 63 in Louisville and two in Paducah - came about as part of the Master Settlement Agreement Kentucky signed last November with major tobacco companies. The tobacco companies must remove the billboard advertising of tobacco products effective April 23, but will continue paying for the lease of the billboards.

"We need to do everything we can do to help babies be born without suffering from conditions associated with mother's smoking during pregnancy," said Dr. Rice Leach, CHS public health commissioner.

The billboards will picture several tobacco products with the words: "Birth defects can come in all shapes and sizes,"

A 1997 survey of Kentucky mothers showed that 27.9 percent smoked during pregnancy, compared to 23.9 percent in 1995. Smoking by pregnant women increases the risk of having a low birth-weight baby, which is a child weighing 5.5 pounds or less. Low birth-weight babies have:

- Twice as many colds, respiratory infections and more ear infections.
- A higher risk of dying during the first year of life and are 40 times more likely to die in the first month of life.
- Longer hospital stays and much higher hospital bills.
- About 40,000 babies a year -- most born before the 34th week of pregnancy - suffer from respiratory distress syndrome, a leading cause of death and disability among premature babies.
- Bleeding in the brain occurs in some very low-birth-weight babies and can result in brain damage or death. Newborns who survive may have learning and behavioral problems later on.

Cigarette smoking causes low birth-weight babies because:

- Nicotine constricts blood vessels so less blood with oxygen and nutrients flows through the placenta to the baby.
- Every time a pregnant woman smokes a cigarette, it puts stress and strain on the fetus. It's heart rate increases from about 140 beats a minute to 180 beats per minute.
- The carbon monoxide in cigarette smoke is a poison and decreases the oxygen supply to the baby.

Besides low birth-weight, smoking also causes babies to be fussy and more difficult to feed due to their addiction to nicotine. Even if pregnant women quit in the last month of their pregnancy, it helps because the baby has more time for the nicotine to clear the child's system.

Need For Sick Leave

Susie Miller, an employee of **CFC's Community Based Services in Fulton**, needs **donated sick leave**. She has been on medical leave for back surgery since January. **To donate time**, contact **Gary Brooks at 502/472-1638**.

Ruth Wilhoite, an employee of **CFC Family Support** also needs **donated sick leave**. She has been on medical leave due to back surgery she had in March. This is the second surgery performed on Ruth's back. She will need to be on leave for 8-9 months. **To donate time**, contact **Charlene Nation at 502/564-7770**.

Ruth Willard, an employee of **CHS Division of Laboratory Services** is in need of **donated sick leave**. She is currently in the hospital with bilateral pneumonia. **To donate time**, contact **Regina Hutcherson at 502/564-4446**.

10 Great Health Achievements

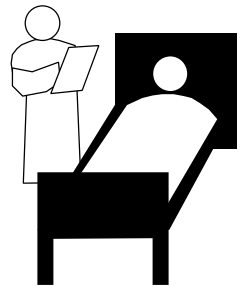
by Gil Lawson, CHS Communications

The life expectancy of Americans increased by 25 years during the 20th century because of achievements in public health, according to a report from the Centers for Disease Control and Prevention.

CDC made a list of the top 10 achievements, which were selected based on the opportunity for prevention and the impact on death, illness, and disability in the United States and are not ranked by order of importance.

Ten Great Public Health Achievements - United States, 1900-1999

- Vaccinations
- Motor-vehicle safety
- Safer workplaces
- Control of infectious diseases
- Decline in deaths from coronary heart disease and stroke
- Safer and healthier foods
- Healthier mothers and babies
- Family planning
- Fluoridation of drinking water
- Recognition of tobacco use as a health hazard



For more information on national health issues, see the CDC's web site at <http://www.cdc.gov/>



CHS Cross Training

The Cabinet for Health Services is not just "talking the talk" about the benefits of cross training. They are putting this important human resources philosophy into action. Two employees of the Office of Program Support will be switching jobs effective May 1, 1999. Jim Lambert, a long-time veteran of CHR and CHS will be transferring to the 2nd floor of the Health Services building to serve as personnel administrator for Staff Offices, Public Health, Medicaid, the Commission for Children with Special Health Care Needs, Certificate of Need, and Aging Services. Lambert will continue to consult with CHS agencies in the personnel aspects of reorganizations, and in regard to classification and compensation issues.

Joining the central Human Resources Development (HRD) staff will be Roger Smiley. Smiley has been serving as Personnel Administrator to the agencies listed above since he joined CHS one and one-half years ago. He will be relocated to the 4th floor of the CHR Building, where he will gain experience in various employee relations and human resource issues such as discipline, EEO, worker's compensation, unemployment insurance and training.

Beginning May 1, Lambert may be contacted at 564-2157, and Smiley may be contacted at 564-2781.



Speakers' Bureau Under Development

The Office of Program Support, Cabinet for Health Services, continually receives requests for specialized training of all types. To respond to this demand, the Human Resources Development (HRD) Branch is developing a "Speakers' Bureau." The Speakers' Bureau will be designed to address training needs regarding important human resource issues such as ethics, confidentiality, team building, continuous quality improvement (CQI), safety, and conflict resolution. The Speakers' Bureau will provide CHS agencies access to a pool of talent in various fields, through the HRD Branch.

In addition to the Speakers' Bureau, HRD staff will continue to expand the repertoire of training programs they provide directly to CHS agencies, which currently includes Personnel Management Training for Managers and Supervisors, New Employee Orientation, Wakeup Wednesday, and Behavioral Interviewing (a GSC course).

If you are aware of trainers with HRD-related expertise, or if you have attended a training program, seminar or conference in an HRD area that you found to be of particular value, please contact CHS Training Officer James Driver at 564-2781. More information will be provided about the Speakers' Bureau as it becomes available.



Central Office Notes and Activities

- .. The American Red Cross will conduct a **blood drive** May 13, 10 a.m. – 3 p.m., at the American Legion Post, 164 Versailles Rd., Frankfort.
- .. CFC's pledges for **Bowl for Kids Sake** have been tallied. Of the \$5,586 pledged to benefit Big Brothers/Big Sisters, \$3,656 has been collected. If you still have a pledge outstanding, please turn it in as soon as possible.
- .. The next Central Office VISION 2000 meeting is scheduled for May 12 at 8:30 a.m. in the CHR Building cafeteria. Committee be prepared to report on committee activities. Everyone one plan to attend. If you have questions, call Eric Barnes at 564-3440.
- .. Linda Burke of CHS' public health has established a Fibromyalgia Support Group, which will be meeting the third Thursday of each month. Everyone is invited. The next meeting will be at 7 p.m. May 20 at Highland Christian Church. For more information, call Linda Burke at 564-7213.
- .. There has been a **change in the date** for the annual March of Dimes fundraiser, **Walk America**. State employees will walk May 21; not April 16 as was previously reported. Plan now to participate.
- .. Reminder: the **elevators should be vacated** during **emergency evacuations**, except for those employees or visitors with disabilities. Everyone possible should use the escalators and stairs.
- .. The **aerobics program** meets every Tuesday and Thursday at 5 p.m. in the cafeteria. Call Beth Bates at 564-7718 for more information.
- .. Nominations for **CFC Employees of the Month** are due by the 15th of each month. For more information, or to submit a nomination, contact Charlene Nation of the Employee Services Branch, CHR-5, phone 564-7770. She will also accept nominations sent by e-mail.

Pipeline, a weekly newsletter for employees of the Cabinets for Families and Children and Health Services, welcomes reader comments and contributions. Items for *Pipeline* are due by 4:30 p.m. Tuesday; items for intercom announcements are due by 4:30 p.m. Monday. Call (502) 564-6786 or send information to Patricia Boler at Patricia.Boler@mail.state.ky.us